

**2017-2018 BUDGET QUESTION**  
***Response to Request for Information***

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**DEPARTMENT:** Human Resources

**REQUEST NO.:** 133

**REQUESTED BY:** Casar

**DATE REQUESTED:** 8/24/17

**DATE POSTED:** 9/8/17

**REQUEST:** How much would it cost to raise the living wage for all temporary and seasonal employees who have worked, or who will work, for the City for at least 12 consecutive months in the next fiscal year to the same proposed wage (\$14) as our permanent employees?

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**RESPONSE:**

Looking at temporary employees that complete 26 consecutive pay periods (12 months) of work, it would cost \$201K in FY18 if the proposed (\$14.00) living wage increase became effective at the beginning of the fiscal year (Sep 17, 2017). If effective in January (Jan 7, 2018, consistent with living wage increases for temporary employees the previous two years), it would cost \$168K over the last 18 pay periods of FY18.

Fund	Full Year – 26 Pay Periods Effective Sep 17, 2017	18 Pay Periods Effective Jan 7, 2018
General Fund	\$160K	\$137K
Enterprise	\$40K	\$31K
Support Services	\$1K	\$1K
<b>All Funds</b>	<b>\$201K</b>	<b>\$168K</b>

This analysis assumes the following:

- No turnover, and does not consider hires between Aug 6, 2017 (effective date of the data) and Sep 16, 2017 (end of the fiscal year). All hires after that would not be eligible based on the constraints of the question.
- Employees will work, on average, 50% of the hours budgeted in Banner for the temporary position.